
CHAPTER VI

SOCIO-PSYCHOLOGICAL ASPECTS AND WORKING RELATIONS OF THE HOTEL WORKERS.

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CHAPTER VI

SOCIO-PSYCHOLOGICAL ASPECTS AND WORKING RELATIONS OF THE HOTEL WORKERS

6.1.1 In this Chapter, we are discussing a few important social and psychological aspects of the life of the workers in Kolhapur hotel industry. We will also analyse the social relation between the hotel workers and the community and the ways suggested by the hotel workers themselves to improve their social, economic and working conditions.

TREATMENT

6.2.1 Previously, we have considered the treatment received by the hotel workers from the proprietor and the customers. In this sub-section, we are going to assess the social status of the hotel worker in his community and how they are treated.

6.2.2 It is observed that 143 (65.00 per cent) hotel workers are getting good treatment from the community and 77 (35.00 per cent) getting bad. It indicates that in some respects atleast the community treats workers from this industry well. This phenomenon is further analysed in relation to various factors in the paragraphs that follow:

6.3 NATURE OF WORK AND TREATMENT.

6.3.1 It is clear from Table 6.1 that 100 per cent managers get good treatment from the community. After that 25 (83.33 per cent) mix workers, 30 (75.00 per cent) cooks

TABLE 6.1

NATURE OF WORK AND TREATMENT

Sr. No.	Nature of work	Treatment		
		Good	Bad	Total
1.	Cooks	30 (20.98) (75.00)	10 (12.99) (25.00)	40 (18.18) (100.00)
2.	Waiters	57 (39.86) (61.96)	35 (45.45) (38.04)	92 (41.82) (100.00)
3.	Washers & cleaners	19 (13.29) (45.24)	23 (29.87) (54.76)	42 (19.09) (100.00)
4.	Mix Workers	25 (14.48) (83.33)	5 (6.49) (16.67)	30 (13.64) (100.00)
5.	Supplymen	2 (1.40) (33.33)	4 (5.20) (66.67)	6 (2.73) (100.00)
6.	Managers	10 (6.99) (100.00)	-	10 (4.54) (100.00)
		143 (100.00) (65.00)	77 (100.00) (35.00)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

and 57 (61.96 per cent) waiters receive good treatment. However, supplymen 4 (66.67 per cent), washers and cleaners 23 (54.76 per cent) received bad treatment from the community. It shows that the society ascribes low status to the washers and cleaners and supplymen.

6.4 WAGES AND TREATMENT.

6.4.1 Table 6.2 shows that there is very close relation between income and treatment received by hotel

TABLE 6.2
WAGES AND TREATMENT

Sr. No.	wages	Treatment		
		Good	Bad	Total
1.	Not determined	1 (0.70) (100.00)	-	1 (0.45) (100.00)
2.	Rs. 1 to 50	-	1 (1.30) (100.00)	1 (0.45) (100.00)
3.	Rs. 51 to 100	2 (1.40) (25.00)	6 (7.79) (75.00)	8 (3.64) (100.00)
4.	Rs.101 to 200	33 (23.08) (41.77)	46 (59.74) (58.23)	79 (35.91) (100.00)
5.	Rs.201 to 300	48 (33.57) (72.73)	18 (23.38) (27.27)	66 (30.00) (100.00)
6.	Rs.301 to 400	40 (27.97) (88.89)	5 (6.49) (11.11)	45 (20.46) (100.00)
7.	Rs.401 to 500	10 (6.99) (90.91)	1 (1.30) (9.09)	11 (5.00) (100.00)
8.	Rs.501 to 600	7 (4.89) (100.00)	-	7 (3.19) (100.00)
9.	Rs.600 to 1000	1 (0.70) (100.00)	-	1 (0.45) (100.00)
10.	Above Rs.1000	1 (0.45) (100.00)	-	1 (0.45) (100.00)
	Total:	143 (100.00) (65.00)	77 (100.00) (35.00)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

workers and so we can say that economic factors are more important from the society's point of view.

6.4.2 With some minor exceptions, high wage earners are getting good treatment than low wage earners.

6.4.3 All those who get Rs.1 to 50 wage rate per month receive bad treatment and majority of hotel workers earning below Rs.200 per month get bad treatment from the society.

6.4.4 The trend seems to be reversed for workers earning a wage of Rs.201 to 300 per month because 48 (72.73 per cent) of them are getting good treatment and only 18 (27.27 per cent) are treated bad.

6.4.5 The proportion of workers receiving good treatment seems to have increased with rise in income to the next bracket. This trend is continued further to higher income level. So higher the income the person gets, better is his status in the society.

6.5 EDUCATION AND TREATMENT.

6.5.1 It is clear from Table 6.3 that educated workers are treated well in the society. The proportion of hotel workers receiving good treatment has risen with rise in the level of education with a sole exception of the education bracket of higher secondary level.

TABLE 6.3
EDUCATION AND TREATMENT

Sr. No.	Education	Treatment		
		Good	Bad	Total
1.	Uneducated	23 (16.08) (47.92)	25 (32.47) (52.08)	48 (21.82) (100.00)
2.	1 to 4 Standard	30 (20.98) (69.77)	13 (16.88) (30.23)	43 (19.55) (100.00)
3.	5 to 7 Standard	42 (29.37) (70.00)	18 (23.38) (30.00)	60 (27.27) (100.00)
4.	8 to 10 Standard	39 (27.27) (67.24)	19 (24.67) (32.76)	58 (25.36) (100.00)
5.	11 to 12 Standard	4 (2.80) (66.67)	2 (2.60) (33.33)	6 (2.73) (100.00)
6.	Undergraduate	5 (3.50) (100.00)	-	5 (2.27) (100.00)
		143 (100.00) (65.00)	77 (100.00) (35.00)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

6.6 CASTE AND TREATMENT.

6.6.1 Among hotel workers belonging to different ethnic groups, Muslim workers had majority (80 per cent) receiving satisfactory treatment (Table 6.4) followed by Backward caste (72.73 per cent), Lingayats (70.00 per cent) and Marathas (68.50 per cent).

6.6.2 The workers belonging to Brahmin community (60.00 per cent) and others (52.78 per cent) do not receive good treatment from the society.

TABLE 6.4
CASTE AND TREATMENT.

Sr.	Caste	Treatment		
		Good	Bad	Total
1.	Marathas	87 (60.84) (68.50)	40 (51.95) (31.50)	127 (57.72) (100.00)
2.	Brahmins	4 (2.80) (40.00)	6 (7.79) (60.00)	10 (4.55) (100.00)
3.	Lingayats	7 (4.89) (70.00)	3 (3.90) (30.00)	10 (4.55) (100.00)
4.	Backward Castes	16 (11.19) (72.73)	6 (7.79) (27.27)	22 (10.00) (100.00)
5.	Muslims	12 (8.39) (80.00)	3 (3.90) (20.00)	15 (6.82) (100.00)
6.	Others	17 (11.89) (47.22)	19 (24.67) (52.78)	36 (16.36) (100.00)
	Total:	143 (100.00) (65.00)	77 (100.00) (35.00)	220 (100.00) (100.00)

Note: Figures in upper parenthesis indicate percentages in column and figures in lower parentheses indicate percentages in row.

It has been observed from Table 6.4 that the workers belonging to the higher strata of the society do not get social respect from their own communities; while the workers belonging to Muslim and Backward Caste communities do not have to suffer from such a psychological unrest.

6.6.3 The inference is that the level of income and the level of education are the two factors upon which the status of a person in the society depends.

6.7 HABITS OF THE HOTEL WORKERS.

6.7.1 Analysis presented in the preceding pages has told how tedious, extracting is the occupation of hotel workers. Long hours of work, low social status and absence of homely life, dubious marital status goad hotel workers to various vices. Even with this, it is heartening that as many as 65 (29.55 per cent) workers have been successful in keeping themselves away from the so-called tension relieving vices. Incidence of vices is the lowest among washers and cleaners and the highest among supplymen (83.33 per cent) to be followed by managers (80 per cent), mix workers (80.00 per cent), cooks (75 per cent) and washers (71.74 per cent).

6.8. NATURE OF WORK AND HABITS.

6.8.1 Among various habits enlisted in Table 6.5, chewing pan has first priority with 95 out of 155 (61.29 per cent), taking to this habit, 75 (48.39 per cent) chewing tobacco, 53 (34.19 per cent) to smoking cigarettes, 49 (31.61 per cent), taking alcohol and 26 (16.77 per cent) smoking bidi. It is astonishing that 9 (5.81 per cent) have all habits.

6.8.2 Horizontal reading of Table 6.5 reveals that among cooks, alcohol consumption is maximum (37.50 per cent),

TABLE 6.5
NATURE OF WORK AND HABITS.

Sr. No.	Nature of work	No Habits	Pan	Bidi	Cigarette	Tobacco	Wine	All Habits	Total
1.	Cooks	10 (15.38) (25.00)	12 (12.63) (30.00)	14 (53.85) (35.00)	4 (7.55) (10.00)	14 (18.67) (35.00)	15 (30.61) (37.50)	4 (44.45) (10.00)	40 (18.18) (100.00)
2.	waiters	26 (40.00) (28.26)	42 (44.21) (45.65)	8 (30.77) (8.70)	23 (43.39) (25.00)	33 (44.00) (35.87)	17 (34.69) (18.48)	3 (33.33) (3.26)	92 (41.82) (100.00)
3.	wasners & Cleaners	20 (30.77) (47.62)	19 (20.00) (45.24)	2 (7.69) (4.76)	10 (18.87) (23.81)	9 (12.00) (21.43)	6 (12.25) (14.29)	1 (11.11) (2.38)	42 (19.09) (100.00)
4.	Mix Workers	6 (9.23) (20.00)	14 (14.74) (46.67)	1 (3.85) (3.33)	10 (18.87) (33.33)	16 (21.33) (53.33)	8 (16.33) (26.67)	1 (11.11) (3.33)	30 (13.64) (100.00)
5.	Supplymen	1 (1.54) (16.67)	2 (2.11) (33.33)	1 (3.85) (16.67)	1 (1.89) (16.67)	1 (1.33) (16.67)	2 (4.08) (33.33)	-	6 (2.73) (100.00)
6.	Managers	2 (3.08) (20.00)	6 (6.31) (60.00)	-	5 (9.43) (50.00)	2 (2.67) (20.00)	1 (2.04) (10.00)	-	10 (4.54) (100.00)
	TOTAL:	65 (100.00) (29.55)	95 (100.00) (43.18)	26 (100.00) (11.82)	53 (100.00) (24.09)	75 (100.00) (34.09)	49 (100.00) (22.27)	9 (100.00) (3.96)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

chewing pan is the first habit among waiters (42.65 per cent), washers and cleaners (45.24 pr cent) and chewing tobacco of the mix workers (53.53 per cent). Supplymen prefer chewing pan and taking wine equally (33.33 per cent).

6.9. WAGES AND HABITS.

6.9.1 Proportion of hotel workers having no habits are at two extremes of wage levels (viz. no wages and wages above Rs.1000 per month). It has come to rise from wage bracket of Rs.51 to Rs.100 per month to wage bracket of Rs.201 to Rs.300 per month and then has declined for next three wage brackets (viz. Rs.301 to 400, Rs.401 to Rs.500 and Rs.501 to Rs.600 per month). While those who earn upto Rs.50 and Rs.601 to Rs.1000 all hotel workers are conversant with habits. Chewing pan is preferred by workers between the income of Rs.101 to Rs.200, Rs.301 to 400 and Rs.501 to 600 per month. Among those who earn income between Rs.201 to 300 per month, tobacco chewing is a preferred habit.

6.9.2 Considering particular income brackets, the worker of the lowest income bracket (Rs.1 to 50 per month), has both the habits of drinking wine and taking tobacco. Among the three workers in income bracket of Rs.51 to 100 per month, each has one habit, namely chewing pan, tobacco and smoking bidi, chewing pan and tobacco are favourite with next income bracket. Those who earn wages between Rs.201 to 300 per month, tobacco chewing is the first habit. Workers earning income of Rs.301 to 400 per month, chewing pan and next to that smoking cigarette are the usual habits. For the

TABLE 6.6
WAGES AND HABITS.

Sr. No.	Wages in Rupees.	No Habits	Pan	Bidi	Cigarette	Tobacco	Wine	All Habits	TOTAL
1.	Not determined	1 (1.54) (100.00)	-	-	-	-	-	-	1 (0.45) (100.00)
2.	Rs.1 to 50	-	-	-	-	1 (1.33) (100.00)	1 (2.04) (100.00)	-	1 (0.45) (100.00)
3.	Rs.51 to 100	5 (7.69) (62.50)	1 (1.05) (12.50)	1 (3.85) (12.50)	-	1 (1.33) (12.50)	-	-	8 (3.64) (100.00)
4.	Rs.101 to 200	37 (56.92) (46.84)	20 (21.05) (25.32)	7 (26.92) (8.86)	10 (18.87) (12.66)	19 (25.34) (24.05)	11 (22.45) (13.92)	2 (22.22) (2.53)	79 (35.91) (100.00)
5.	Rs.201 to 300	15 (23.07) (22.73)	27 (28.42) (40.91)	11 (42.31) (16.67)	13 (24.53) (19.70)	31 (41.33) (46.97)	15 (30.61) (22.72)	2 (22.22) (3.03)	66 (30.00) (100.00)
6.	Rs.301 to 400	3 (4.62) (6.67)	36 (37.89) (80.00)	4 (15.38) (8.89)	23 (43.39) (51.11)	19 (25.34) (42.22)	18 (36.74) (40.00)	2 (22.22) (4.44)	45 (20.46) (100.00)
7.	Rs.401 to 500	2 (3.08) (18.18)	6 (6.33) (54.55)	1 (3.85) (9.09)	7 (13.21) (63.64)	-	2 (4.08) (18.18)	2 (22.22) (18.18)	11 (5.00) (100.00)
8.	Rs.501 to 600	1 (1.54) (14.29)	4 (4.21) (57.14)	2 (7.69) (28.57)	-	3 (4.00) (42.86)	1 (2.04) (14.29)	1 (11.12) (14.29)	7 (3.19) (100.00)
9.	Rs.601 to 1000	-	1 (1.05) (100.00)	-	-	1 (1.33) (100.00)	1 (2.04) (100.00)	-	1 (0.45) (100.00)
10.	Above Rs.1000	1 (1.54) (100.00)	-	-	-	-	-	-	1 (0.45) (100.00)
	Total:	65 (100.00) (29.55)	95 (100.00) (43.18)	26 (100.00) (11.82)	53 (100.00) (24.09)	75 (100.00) (34.09)	49 (100.00) (22.27)	9 (100.00) (3.96)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

persons of income of Rs.401 to 500 per month, cigarette smoking and of Rs.501 to 600 per month, chewing pan is the preferred habit. The only person in the income bracket of Rs.601 to 1000 per month, drinks and chews tobacco and pan.

6.10 EDUCATION AND HABITS.

6.10.1 Table 6.7 reveals that education has a negative relation with habits in the sense that with rising level of education, incidence of habits seems to be falling. It is lowest among undergraduates (20.00 per cent) and the highest (76.74 per cent) among educated between 1st and 4th standards. Vertical reading of Table tells that Pan is the first priority of those educated between 5th and 7th standards, though it is true that maximum number of persons from each category of educational level eat Pan. Bidi smoking is first preference of uneducated (38.46 per cent), cigarette smoking of those educated between 5th and 7th standards (30.19 per cent). Those educated upto 4th standard are first among tobacco chewers and uneducated first among alcoholics.

6.10.2 Chewing Pan is the habit of first order among all those uneducated and educated upto 10th standard. While workers in next education bracket (11th and 12th) take Pan and tobacco equally and undergraduates Pan and cigarette equally.

TABLE 5.7

EDUCATION AND HABITS.

Sr. No.	Education	No Habits	Pan	Bidi	Cigarette	Tobacco	Wine	All Habits	TOTAL
1.	Uneducated	12 (18.46) (25.00)	21 (22.10) (43.75)	10 (38.46) (20.83)	9 (16.98) (18.75)	19 (25.33) (39.58)	15 (30.61) (31.25)	1 (11.11) (2.08)	48 (21.82) (100.00)
2.	1 to 4 Standard	10 (15.38) (23.26)	22 (23.16) (51.16)	5 (19.23) (11.63)	14 (26.41) (32.56)	18 (24.00) (41.86)	14 (28.57) (32.56)	1 (11.11) (2.33)	43 (19.55) (100.00)
3.	5 to 7 Standard	15 (23.08) (25.00)	26 (27.37) (43.33)	5 (19.23) (8.33)	16 (30.19) (26.67)	21 (28.00) (35.00)	10 (20.41) (16.67)	4 (44.45) (6.67)	60 (27.27) (100.00)
4.	8 to 10 Standard	21 (32.31) (36.21)	23 (24.21) (39.66)	6 (23.08) (10.34)	12 (22.64) (20.69)	15 (20.00) (25.86)	9 (18.37) (15.52)	3 (33.33) (5.17)	58 (26.36) (100.00)
5.	11 to 12 Standard	3 (4.62) (50.00)	2 (2.11) (33.33)	-	1 (1.89) (16.67)	2 (2.67) (33.33)	1 (2.04) (16.67)	-	6 (2.73) (100.00)
6.	Undergraduate	4 (6.15) (80.00)	1 (1.05) (20.00)	-	1 (1.89) (20.00)	-	-	-	5 (2.27) (100.00)
	Total:	65 (100.00) (29.55)	95 (100.00) (43.18)	26 (100.00) (11.82)	53 (100.00) (24.09)	75 (100.00) (34.09)	49 (100.00) (22.27)	9 (100.00) (3.96)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

6.11 AGE AND HABITS.

6.11.1 Age appears to have positive relation with habits as narrated by Table 6.8. The proportion of workers having no habits falls suddenly from 90.48 (age bracket below 15) to 40.54 (age bracket 16 to 21 years). How suddenly the habits take people over can be visualised from this. 16 to 21 years of age seems to be the most susceptible. Then there is second jump in the proportion of persons habituated for two age brackets and then the final eclipse to engulf all above 46 years of age.

6.11.2 Vertical reading of Table 6.8 tells that eating Pan is favoured by two earlier age groups (16 to 21 and 22 to 30 years of age). Bidi smoking is liked first by the age group of 31 to 45 years and next by persons in the age group of 22 to 30 years. Workers in the group of 22 to 30 years of age liked cigarette smoking and tobacco chewing and also the consumption of alcohol.

6.11.3 A glance horizontally on the Table reveals that 22 to 30 years of age is the most susceptible age and 31 to 45 the next. Among child labour only two has the habit and that too of chewing pan. Workers belonging to next age group (16 to 21 years) have eating Pan and tobacco as habits following on heels in that order. From the age group of 22 to 30 years, Pan, tobacco, cigarette and wine are the perpetual habits in that order. The next age group (31 to 45 years) have pan and wine with equal frequency and tobacco the next habit. Persons belonging to 46 and 55 years of

TABLE 6.8

AGE AND HABITS

Sr. No.	Age	No Habits	Pan	Bidi	Cigarette	Tobacco	Wine	All Habits	TOTAL
1.	Below 15 years	19 (29.23) (90.48)	2 (2.10) (9.52)	-	-	-	-	-	21 (9.55) (100.00)
2.	16 to 21 years	30 (46.16) (40.54)	30 (31.58) (40.54)	2 (7.69) (2.70)	12 (22.64) (16.22)	26 (34.67) (35.14)	4 (8.17) (5.41)	-	74 (33.64) (100.00)
3.	22 to 30 years	11 (16.92) (13.75)	46 (48.42) (57.50)	9 (34.62) (11.25)	33 (62.27) (41.25)	35 (46.67) (43.75)	26 (53.06) (32.50)	3 (33.33) (3.75)	80 (36.36) (100.00)
4.	31 to 45 years	5 (7.69) (14.71)	14 (14.74) (41.18)	10 (38.46) (29.41)	6 (11.32) (17.65)	13 (17.33) (28.24)	14 (28.57) (41.18)	4 (44.45) (11.76)	34 (15.45) (100.00)
5.	46 to 55 years	-	2 (2.11) (25.00)	2 (7.69) (25.00)	2 (3.77) (25.00)	-	3 (6.12) (37.50)	2 (22.22) (25.00)	8 (3.64) (100.00)
6.	56 to 65 years	-	1 (1.05) (50.00)	2 (7.69) (100.00)	-	1 (1.33) (50.00)	1 (2.04) (50.00)	-	2 (0.91) (100.00)
7.	Above 65 years	-	-	1 (3.85) (100.00)	-	-	1 (2.04) (100.00)	-	1 (0.45) (100.00)
Total:		65 (100.00) (29.55)	95 (100.00) (43.18)	26 (100.00) (11.82)	53 (100.00) (24.09)	75 (100.00) (34.09)	49 (100.00) (22.27)	9 (100.00) (3.96)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

age have first choice in wine and Pan, bidi and cigarette with equal weightage.

6.11.4 On an average, the proportion of wine takers among all workers seems to be increasing with rise in the age except for a little fall at the age group of 46 to 55 years.

6.12 SEX AND HABITS.

6.12.1 It is seen natural that male workers have more habits and also varied habits while female workers are stuck to one habit, namely chewing of tobacco.

6.13 CASTE AND HABITS.

6.13.1 Table 6.9 gives the habits as seen from ethnic classification of the hotel workers. The proportion of habituated persons is the least among others but even then as high as 58.33 per cent. It is the highest among Brahmins (90 per cent) to be followed by Muslims (80 per cent), Marathas (71.65 per cent), Lingayats (70 per cent), Backward caste people (68.18 per cent). People of all ethnic groups have almost all types of habits in a little variation of degree.

6.14 WAYS TO IMPROVE ECONOMIC AND SOCIAL STATUS.

6.14.1 Analysis of the various aspects of the life of hotel workers in Kolhapur presented in three earlier Chapters and in the preceding pages of this Chapter tell us that hotel workers in Kolhapur have to face many a problems

TABLE 6.9
CASTE AND HABITS

Sr. No.	Caste	No Habits	Pan	Bidi	Cigarette	Tobacco	Wine	All Habits	TOTAL
1.	Marathas	36 (55.38) (28.35)	63 (66.32) (49.61)	17 (65.38) (13.39)	33 (62.26) (25.98)	52 (69.33) (40.94)	31 (63.27) (24.41)	3 (33.33) (2.36)	127 (57.72) (100.00)
2.	Brahmins	1 (1.54) (10.00)	4 (4.21) (40.00)	2 (7.69) (20.00)	3 (5.66) (30.00)	-	2 (4.08) (20.00)	3 (33.34) (30.00)	10 (4.55) (100.00)
3.	Lingayats	3 (4.62) (30.00)	4 (4.21) (40.00)	-	4 (7.55) (40.00)	2 (2.67) (20.00)	2 (4.08) (20.00)	-	10 (4.55) (100.00)
4.	Backward Castes	7 (10.77) (31.82)	3 (3.16) (13.64)	1 (3.85) (4.55)	4 (7.55) (18.18)	6 (8.00) (27.27)	3 (6.12) (13.64)	-	22 (10.00) (100.00)
5.	Muslims	3 (4.61) (20.00)	9 (9.47) (60.00)	3 (11.54) (20.00)	2 (3.77) (13.33)	7 (9.33) (46.67)	3 (6.12) (20.00)	1 (11.11) (6.66)	15 (6.82) (100.00)
6.	Others	15 (23.08) (41.67)	12 (12.63) (33.33)	3 (11.54) (8.33)	7 (13.21) (19.44)	8 (10.67) (22.22)	8 (16.33) (22.22)	2 (22.22) (5.56)	36 (16.36) (100.00)
	Totals:	65 (100.00) (29.55)	95 (100.00) (43.18)	26 (100.00) (11.82)	53 (100.00) (24.09)	75 (100.00) (34.09)	49 (100.00) (22.27)	9 (100.00) (3.96)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

and have to stand many adversities in their employment.

6.14.2 Economically, they are less paid, have to work for long hours, nature of work is hazardous, there are hardly any facilities and service conditions are precarious. Socially, their status is dubious and psychologically, they are unstable and restless. Respondents were asked to suggest the measures that can be taken to improve this situation. Their replies were classified into three categories: soft, struggle and revolutionary. 20 (9.09 per cent) respondents could not suggest any measure. Some of them were even found to be unaware of these problems. Analysis of the data reveals that 104 (47.27 per cent) respondents (Table 5.12) were satisfied with their job. It indicates the unawareness on the part of the hotel workers in Kolhapur. 102 workers (46.36 per cent) were in favour of compromise between worker and employer to resolve the problems. 14 (6.37 per cent) thought that they could get their rights by struggle only. While as many as 84 (38.18 per cent) felt that revolutionary means alone like creating new social system can improve the situation.

6.15 NATURE OF WORK AND WAY.

6.15.1 Responses of these types viewed in connection with the nature of work (Table 6.10) reveal that all Managers, 62.50 per cent of cooks, 53.33 per cent of mixed workers and 50 per cent supplymen are in favour of co-ordination between workers and managers. However, this softer way of

resolving problems is not conceded by majority of waiters and washers and cleaners. Among those who advocate co-ordination, waiters are on the vanguards (32.35 per cent) to be followed by cooks (24.51 per cent), washers and cleaners (16.71 per cent) and mix workers (15.69 per cent).

TABLE 6.10

NATURE OF WORK AND WAYS SUGGESTED TO SOLVE PROBLEMS.

Sr. No.	Nature of Work	Co-ordination	Struggle	Revolutionary	Cannot say	TOTAL
1.	Cooks	25 (24.51) (62.50)	3 (21.43) (7.50)	12 (14.29) (30.00)	-	40 (18.18) (100.00)
2.	Waiters	33 (32.35) (35.87)	7 (50.00) (7.61)	45 (53.57) (48.91)	7 (35.00) (7.61)	92 (41.82) (100.00)
3.	Washers & Cleaners	15 (16.71) (35.71)	- - -	16 (19.05) (38.10)	11 (55.00) (26.19)	42 (19.09) (100.00)
4.	Mix Workers	16 (15.69) (53.33)	2 (14.28) (6.67)	10 (11.90) (33.33)	2 (10.00) (6.67)	30 (13.64) (100.00)
5.	Supplymen	3 (2.94) (50.00)	2 (14.29) (33.33)	1 (1.19) (16.67)	-	6 (2.73) (100.00)
6.	Managers	10 (9.80) (100.00)	-	-	-	10 (4.54) (100.00)
	Total:	102 (100.00) (46.36)	14 (100.00) (6.37)	84 (100.00) (38.18)	20 (100.00) (9.09)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

6.15.2 Supplymen (33.33 per cent) are ready to struggle to get their rights in much higher proportion than others. But among those who prefer this way, again waiters (50.00 per cent) are on the forefront to be followed by the cooks (21.43 per cent).

6.15.3 Waiters are most militant (48.91 per cent) to be succeeded by washers and cleaners (38.10 per cent), mix workers (33.33 per cent) and cooks (30.00 per cent). Among those who prefer revolutionary measures, waiters (53.57 per cent) are the first to be followed by washers and cleaners, but in much small proportion of 19.05 per cent and cooks (14.29 per cent) and mix workers by still smaller proportion of 11.90 per cent. It is natural that waiters being most exposed to both internal and external elements receive adversities and are not satisfied (refer Table 5.13) and thus are more aggressive in comparison to other categories of workers.

6.16 WAGES AND WAY.

6.16.1 The ways suggested to resolve the problems have some definite pattern with level of wages paid to them. This is evident from Table 6.11 with rising wages, the proportion of workers opting for softer measures seems to be increasing (exception: workers in the wage group of Rs.401 to 500 per month). Naturally, the proportion of workers suggesting revolutionary means has diminished with rising level of groups of income.

6.16.2 Horizontal reading of Table 6.11 states that all those who earn upto Rs.50 per month have suggested radical measures to resolve their problems. Majority (6, 75.00 per cent) of those earning between Rs.51 to 100 per month are not certain as to what may improve their situation. Among those who earn Rs.101 to 200 per month, only 22 (27.85 per cent) are in favour of compromise, 3 (3.80 per cent)

TABLE 6.11
WAGES AND WAYS SUGGESTED TO SOLVE PROBLEMS.

Sr. No.	Wages	Coordi- nation	Struggle	Revolu- tionary	Cannot Say	TOTAL
1.	Not determined	-	-	1 (1.19) (100.00)	-	1 (0.45) (100.00)
2.	Rs. 1 to 50	-	-	1 (1.19) (100.00)	-	1 (0.45) (100.00)
3.	Rs. 51 to 100	2 (1.96) (25.00)	-	-	6 (30.00) (75.00)	8 (3.64) (100.00)
4.	Rs.101 to 200	22 (21.57) (27.85)	3 (21.43) (3.80)	42 (50.00) (53.16)	12 (60.00) (15.19)	79 (35.91) (100.00)
5.	Rs.201 to 300	30 (29.41) (45.45)	6 (42.86) (9.09)	29 (34.53) (43.94)	1 (5.00) (1.52)	66 (30.00) (100.00)
6.	Rs.301 to 400	34 (33.34) (75.55)	3 (21.43) (6.67)	7 (8.33) (15.56)	1 (5.00) (2.22)	45 (20.46) (100.00)
7.	Rs.401 to 500	5 (4.90) (45.46)	2 (14.28) (18.18)	4 (4.76) (36.36)	-	11 (5.00) (100.00)
8.	Rs.501 to 600	7 (6.86) (100.00)	-	-	-	7 (3.19) (100.00)
9.	Rs.601 to 1000	1 (0.98) (100.00)	-	-	-	1 (0.45) (100.00)
10.	Above Rs.1000	1 (6.98) (100.00)	-	-	-	1 (0.45) (100.00)
	Total:	102 (100.00) (46.36)	14 (100.00) (6.37)	84 (100.00) (38.18)	20 (100.00) (9.09)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

would want to struggle, while a majority of 42 (53.16 per cent) would adopt revolutionary path to improve their situa-

tion. Hotel workers earning Rs.201 to 300 per month are almost equally divided between softer and stronger ways. However, 34 (75.55 per cent) of those 45 earning Rs.301 to 400 per month are in favour of compromise and only 7 (15.56 per cent) prefer radical means. Among those who earn Rs.401 to 500 per month, by a marginal minority of one prefer to co-operate with the management. All the workers in the three wage brackets (Rs.501 to 600, Rs.601 to 1000 and above Rs. 1000 per month) are in favour of co-ordination. Table 5.12 has already indicated that with the rise in the wages, more workers are satisfied.

6.17 EDUCATION AND WAY.

6.17.1 Table 6.12 gives us the break-up of workers suggesting different ways to solve their problems in relations to the level of education. Analysis of the data in columns proves that with the rising level of education, workers from standard first preferring to join hands with the management in each category of workers goes on declining with a sole exception of undergraduates. Among those who are prepared to co-operate, persons with an education between 5th and 7th standards are in higher proportion (27.45 per cent) to be followed by the uneducated (26.47 per cent) 1st to 4th standards (21.57 per cent), 8th to 10th standards (20.59 per cent).

6.17.2 Among those who are prepared to struggle with the management to get their rights, workers with 8th

TABLE 6.12
EDUCATION AND WAYS SUGGESTED TO SOLVE PROBLEMS.

Sr. No.	Education	Coordi- nation	Struggle	Revolu- tionary	Cannot Say	TOTAL
1.	Uneducated	27 (26.47) (56.25)	2 (14.29) (4.17)	14 (16.67) (29.17)	5 (25.00) (10.41)	48 (21.82) (100.00)
2.	1 to 4 Std.	22 (21.57) (51.16)	2 (14.29) (4.65)	13 (15.48) (30.23)	6 (30.00) (13.96)	43 (19.55) (100.00)
3.	5 to 7 Std.	28 (27.45) (46.67)	4 (28.57) (6.67)	21 (25.00) (35.00)	7 (35.00) (11.66)	60 (27.27) (100.00)
4.	8 to 10 Std.	21 (20.59) (36.21)	5 (35.71) (8.62)	30 (35.71) (51.72)	2 (10.00) (3.45)	58 (26.36) (100.00)
5.	11 to 12 Std.	1 (0.98) (16.67)	-	5 (5.95) (83.33)	-	6 (2.73) (100.00)
6.	Undergraduate	3 (2.94) (60.00)	1 (7.14) (20.00)	1 (1.19) (20.00)	-	5 (2.27) (100.00)
	Total	102 (100.00) (46.36)	14 (100.00) (6.37)	84 (100.00) (38.18)	20 (100.00) (9.09)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

to 10th Standard of education (35.71 per cent) are on the forefront workers with education of 5th to 7th standards follow them (28.57 per cent), the first two categories of workers (uneducated and educated between 1st and 4th standards) have some number of workers (2 each, 14.29 per cent) preferring to fight to get their rights and the undergraduates come last with 7.14 per cent.

6.17.3 Workers at +2 level are most aggressive (83.33 per cent) in their approach, to be followed by earlier categories of workers (8th to 10th standards, 51.72 per cent)

(5th to 7th standards, 35.00 per cent), (1st to 4th standard), (30.23 per cent) and uneducated (29.17 per cent).

6.17.4 Analysis of the data in rows reveals that among the uneducated (56.25 per cent), 1st to 4th standard (51.16 per cent) and undergraduates (60.00 per cent), 5th to 7th standard (46.67 per cent), preferred coordination as a means to resolve their problems. While workers with education between 8th and 10th standards (51.72 per cent) and 11th and 12th standards (83.33 per cent) opted to strike at management to get what they desired.

6.18 AGE AND WAY.

6.18.1 On an average, the proportion of workers leading towards smoother ways to resolve their problems seems to be rising with rise in the age of the workers; though there are a few ups and downs. As against the proportion of workers who are prepared to struggle seems to have been declining with the rise in their age. The same is almost the story for those who are ready to embrace radical path.

6.18.2 Horizontal reading of Table 6.13 makes it clear that among the workers below 15 years of age and above 56 years of age, there are no souls to adopt harder means to resolve their grievances. Workers between the age group of 16 to 21 years 26 (35.14 per cent) are of traditional view while 45 (60.81 per cent) are of the non-traditional line. The percentage of workers adopting harder line seems to have declined to 43.25 per cent (35 workers) in the next age

TABLE 6.13
AGE AND WAYS SUGGESTED TO SOLVE PROBLEMS.

Sr. No.	Age	Coordi- nation	Struggle	Revolu- tionary	Cannot say.	TOTAL
1.	Below 15 years	8 (7.84) (38.10)	-	-	13 (65.00) (61.90)	21 (9.55) (100.00)
2.	16 to 21 years	26 (25.49) (35.14)	8 (57.14) (10.81)	37 (44.05) (50.00)	3 (15.00) (4.05)	74 (33.64) (100.00)
3.	22 to 30 years	45 (44.12) (56.25)	5 (35.72) (6.25)	30 (35.71) (37.00)	-	80 (36.36) (100.00)
4.	31 to 45 years.	13 (12.75) (38.24)	1 (7.14) (2.94)	16 (19.05) (47.00)	4 (20.00) (11.76)	34 (15.45) (100.00)
5.	46 to 55 years.	7 (6.86) (87.50)	-	1 (1.19) (12.50)	-	8 (3.64) (100.00)
6.	56 to 65 years.	2 (1.96) (100.00)	-	-	-	2 (0.91) (100.00)
7.	Above 65 years.	1 (0.98) (100.00)	-	-	-	1 (0.45) (100.00)
	Total:	102 (100.00) (46.36)	14 (100.00) (6.37)	84 (100.00) (38.18)	20 (100.00) (9.09)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

bracket and there has been substantial gain (56.25 per cent) for moderates. But the trend has reversed in the next age group (31 to 45 years) with only 13 (38.24 per cent) in milder group and 17 (49.94 per cent) in militant group. The trend is again reversed with 7 (87.50 per cent) being in the former group and only one soul (12.50 per cent) in the latter group.

6.19 CASTE AND WAY.

6.19.1 The ways suggested by the respondents can be analysed with the help of ethnic background as is done in Table 6.14. Among those who are ready to co-operate Marathas (66.67 per cent) are on the vanguard; others follow them with poor minority of 11.77 per cent. Brahmins and Muslims being together next and Lingayat and Backward Caste being together in the last. Workers who are ready to struggle have also a majority of Marathas (64.29 per cent) to be followed by Muslims (14.29 per cent) and the rest three ethnic groups being together shoulder to shoulder. Among the 84 workers who have opted for harder line against Marathas (48.81 per cent) are leaders followed by others (23.81 per cent) and Backward Caste (13.10 per cent), Muslims (5.95 per cent), Brahmins (4.76 per cent) and Lingayats (3.57 per cent) coming next in that order.

6.19.2 Maratha workers are marginally in favour of softer solution (53.54 per cent) but have a sizable number (32.28 per cent) of revolutionary tendency. Brahmins have little more proportion (60.00 per cent) of moderates, but also a little higher proportion (40.00 per cent) of radicals. Exactly half of the Lingayats are ready to extend their hands to get their problems sorted out, but only 30 per cent to raise their banner. Among Backward community workers, the picture is quite different with exactly half ready to sacrifice and only 22.73 per cent ready to co-operate. For Muslims, 40 per cent want to settle the problem peacefully

TABLE 6.14
CASTE AND WAYS SUGGESTED TO SOLVE PROBLEMS

Sr. No.	Caste	Coordination	Struggle	Revolutionary	Cannot Say	TOTAL
1.	Marathas	68 (66.67) (53.54)	9 (64.29) (7.09)	41 (48.81) (32.28)	9 (45.00) (7.09)	127 (57.72) (100.00)
2.	Brahmins	6 (5.88) (60.00)	-	4 (4.76) (40.00)	-	10 (4.55) (100.00)
3.	Lingayats	5 (4.90) (50.00)	1 (7.14) (10.00)	3 (3.57) (30.00)	1 (5.00) (10.00)	10 (4.55) (100.00)
4.	Backward Castes	5 (4.90) (22.73)	1 (7.14) (4.54)	11 (13.10) (50.00)	5 (25.00) (22.73)	22 (10.00) (100.00)
5.	Muslims	6 (5.88) (40.00)	2 (14.29) (13.33)	5 (5.95) (33.34)	2 (10.00) (13.33)	15 (6.82) (100.00)
6.	Others	12 (11.77) (33.33)	1 (7.14) (2.77)	20 (23.81) (55.56)	3 (15.00) (8.34)	36 (16.36) (100.00)
	Total:	102 (100.00) (46.36)	14 (100.00) (6.37)	84 (100.00) (38.18)	20 (100.00) (9.09)	220 (100.00) (100.00)

NOTE: Figures in upper parentheses indicate percentages in column and figures in lower parentheses indicate percentages in row.

while one thirds are ready to declare war. Others are in line with backward class people with 55.56 per cent are ready to sacrifice and 33.33 per cent ready to compromise. Militancy is maximum among others, to be followed by Backward Class and by Brahmins.

† † †